

Workers' Compensation

Definition Workers' compensation is a benefit provided to employees if they are injured on the job or become ill due to his/her job. This benefit can include wage continuation for time off work due to the injury or illness and payment of necessary medical treatment. Workers' compensation is separate from personal health insurance. There is no deductible with workers' compensation

Workers' Compensation/Return to Work Unit The Worker's Compensation/Return to Work Unit, within the Office of Risk and Insurance Management (ORIM) of DGS, is responsible for assisting employees who have received injuries or illnesses that are work related. The primary objective of the unit is to return the injured or ill employee(s) to gainful employment as quickly as possible.

The Workers' Compensation/Return to Work Unit is also responsible for monitoring the administration of the department's workers' compensation claims program and for case management. Fault or negligence by the employer or the employee is not considered in the injured employee's claim for benefits.

The Workers' Compensation/Return to Work Unit is located at:

707 Third Street, First Floor
West Sacramento, California

Mailing Address is:

Office of Risk and Insurance Management
Workers' Compensation/Return-to-Work Unit
1st Floor
P. O. Box 989052
West Sacramento, California 95798-9052

Information on the unit can be accessed at
<http://orim.dgs.ca.gov/WorkersCompensation/Default.htm>

Classification and Pay Analyst responsibility Currently, the Classification and Pay (C&P) Analyst works in concert with the Workers' Compensation Unit to provide information to the employee on possible options available to him/her following the culmination of the claim process.

Continued on next page

132.0

Workers' Compensation, Continued

Options letter

An options letter is sent by the C&P Analyst and is used to apprise an employee, who appears to have a medical condition that impairs the employee's ability to perform the duties of his/her position, of the various options available to the employee and to invite the employee to engage in an interactive process to develop an appropriate plan to resolve the employee's work-related medical issues.

Sample option letters are located at <http://www.spb.ca.gov/services.htm>

Resources

The following table identifies various resources regarding workers' compensation.

Resource	Section
DGS Departmental Manual http://orpm.dgs.ca.gov/DGSManual/default.htm	1328, 1330
Responsible Agency/Program	DIR, SCIF, SPB, ORIM, OHR
Other	
Workers' Compensation/Return to Work Coordinator	http://orim.dgs.ca.gov/WorkersCompensation/default.htm
